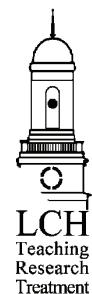


Larue D. Carter Memorial Hospital

The Carter Insider



Volume 4, Issue 1

January 2008

Take Action Against the Super Bug

Lately there's been a lot of talk about **the super bug, MRSA**. MRSA is a type of staph infection that is **resistant to the antibiotic methicillin and other antibiotics related to penicillin**. Health officials will tell you that this bug is nothing new—it's been around for a long time. But what is new about it is that it used to be confined to nursing homes and hospitals. Today, it has spread beyond those doors.

MRSA infections generally start as small red bumps that resemble pimples, boils, or spider bites. These quickly turn into deep, painful abscesses that require surgical draining.

MRSA is spread by close contact with an infected person, either by direct skin contact or indirect contact with shared objects or surfaces, such as shared towels, razors, soap, bedding, clothes, hot tubs, athletic equipment, etc.

People who are at higher risk for MRSA are those who:

- Have recurrent skin infections or open cuts
- Have a weakened immune system
- Have had recent antibiotic use
- Live in crowded conditions
- Play close-contact sports
- Have been in a health care facility within the last year
- Have poor personal hygiene

MRSA is dangerous because it is resistant to many antibiotics. Leading **causes of antibiotic resistance are:**

- Unnecessary antibiotic use in humans.
- Antibiotics in food and water.



Most strains of MRSA still respond to certain medications, particularly vancomycin.

One of the easiest ways you can outwit this nasty bug is by **frequently and thoroughly washing your hands**. It is not enough to simply run your hands beneath some running water and then dry them. You should use soap and scrub your hands. How long to scrub? A rule of thumb is to scrub as long as it takes you to sing or hum the "Alphabet Song" to yourself. Then rinse.

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Pay for Performance Amounts Announced

As we announced in the last **Insider**, **pay for performance increases will appear on the February 27, 2008, pay-check**. And now we can announce the percentage of increases that are available.

Employees who receive an overall **Does Not Meet Expectations** will not receive an increase. Those with an overall



Meets Expectations (the vast majority of employees) will receive 3%. Employees with an overall **Exceeds Expectations**—those few who regularly achieve outstanding work in all or almost every area—will receive 8.5%. The pay for performance increases are in addition to the previous General Salary Adjustment of 1.5%.

It's A New Year—Break Those Bad Habits!



It's a brand new year, so why not take the opportunity to make some life changes and ditch those bad habits for good? Try these helpful tips:

- **Consider the tradeoffs.**

There are pros and cons associated with every behavior. Even bad indulgences have payoffs—that daily Starbucks coffee may be what helps you cope with the demands at the office. Be sure ditching one bad habit won't lead you to a worse one—like raiding the vending machine for Twinkies.

- **Switch it up.**

If you smoke, find something else to occupy your hands and mouth such as playing with paper clips while chewing sugar-free gum.

- **Keep a record.**

Carry a small notebook with you and jot down the time of day when you tend to indulge. And note your mood. Do you indulge when you're bored? Angry? Stressed? Sometimes just understanding why you do something—like overspend-

ing—will make you pause before you do it again.

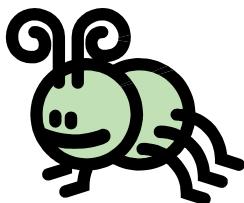
- **Expect some slips.**

Avoid all-or-nothing thinking. There are no quick fixes. It generally takes a minimum of six weeks to break a bad habit.

- **Reward yourself.**

Reward yourself with something that doesn't perpetuate your bad habit. You reached your weight goal? Buy a book or a new fun gadget—not an ice cream sundae.

Take Action Against the Super Bug continued from page 1



Other prevention techniques include:

- Have alcohol-based hand sanitizers readily available—and use them.
- Keep open areas on the skin covered with waterproof or impermeable bandages. Do not touch another person's bandages or open wound areas.
- Do not share personal hygiene items such as
- soap, towels, deodorant, etc.
- Practice prompt, effective wound care. Wash all wounds thoroughly with soap and water and apply a waterproof bandage.
- See your health care provider immediately if you notice wounds or skin breaks that are red, swollen, painful or draining.
- Take antibiotics responsi-

bly. Take the entire course of the antibiotic even if you're feeling better. And don't share your antibiotic with others.

For more information, log onto the Indiana State Department of Health's website on the Quick Facts for MRSA page at www.in.gov/isdh/healthinfo/mrsa.htm.



**Peggy Marks,
January Employee of the
Month**

LCH Potpourri

We were shocked by the sudden passing of **Glenda Garrett**. Glenda was 4C's night shift nurse for the last year, and she had worked here through MSN agency since 2003. Our thoughts are with her family during this difficult time. Glenda will be greatly missed.

January's Employee of the Month is Peggy Marks.

Peggy is an account clerk in the business office. Co-workers and management alike sing her

praises as a "jewel to work with." Congratulations, Peggy!

Thanks to everyone who attended the **Employee Holiday Gathering**. A special thanks goes to **Shelonda Jackson** and the **Employee Recognition Committee** for their hard work in making the gathering a success. **Anne Read** won the \$50 door prize.

Be sure to check out the table at the north entrance throughout February to discover im-

portant information on **Diversity Month activities!**

**LCH says farewell to:
Fallon James** (Psychiatric Attendant), **Chanel McClure** (Psychiatric Attendant), **Janice Smith** (Charge Nurse), and **Valerie Thomas** (LPN).

Happy retirement and best of wishes go to **Helen Harris** (Psychiatric Attendant).



Anne Read and prize

State Personnel to Offer New Classes

As part of the state training plan for 2008, **State Personnel has identified four performance management courses** currently in development that will be offered to supervisors.

- **Setting Performance Expectations**

This course will help leaders drive performance and accountability by helping people understand what is expected of them and gaining their commitment to achieving it.

- **Managing Performance Problems**

This course will help build leaders' skills in handling chronic performance or work habit problems or serious misconduct. Leaders will learn how to document the problem, explain what the employee must do to address it, and discuss or impose formal consequences that adhere to progressive discipline policies.

- **Reviewing Performance Progress**

This course will help leaders learn to conduct effective performance discussions that recognize people's success and plan for their future development.

- **Developing Others**

This course will provide leaders with practical processes and the skills necessary to develop talent.

As more information becomes available on these new State Personnel courses, *The Insider* will be sure to pass it along.



Legislative and Communications Reminder

Please remember that Employees of the Family and Social Services Administration (FSSA) should not communicate with legislators, legislative staff, the Legislative Services Agency or lobbyists on FSSA legislative and policy matters without first contacting Jessaca Turner Stults, FSSA's Legislative Director and General Counsel. If any of these parties contacts you directly for information, please refrain from responding until you have contacted Ms.

Stults. The purpose of this rule is simply to ensure that FSSA speaks with a consistent voice on legislative and policy matters.

Similarly, employees should refer all media inquiries to the new Communications Director for FSSA, Lauren Ault. It is in the best interest of FSSA and those we serve to maintain a consistent, clear voice to the public. So, if you are contacted by a member of the media,

please contact Ms. Ault before releasing any information.

Finally, please remember that virtually all communications between and among staff (e-mails, memos, etc.) are public records. Please use appropriate judgment in deciding the content of these communications. As a public record, any of these items could become public knowledge.



Foreclosure Intervention Available

In an effort to reduce the number of home foreclosures, a new statewide initiative has been launched to assist Hoosiers in danger of losing their homes.

Hoosiers facing foreclosure can now call a toll-free number, 877-GET-HOPE. This toll-free, confidential helpline will be available 8:00 am to 8:00 pm daily.

Services include budgeting help, a written financial plan or assis-

tance in contacting lenders. Once again, this help is available at **no cost to the consumer.**

Whenever possible, counselors will assist homeowners over the phone. If more extensive assistance is needed, the counselor will refer the homeowner to a certified foreclosure intervention specialist.

Also, a website **www.877GetHope.org** is available 24 hours

a day, seven days a week.

The initiative is lead by the Indiana Foreclosure Prevention Network (IFPN), a public/private partnership of government agencies, lenders, community service and housing-related organizations.

If you're worried that foreclosure could be in your future, don't delay. Call 877-GET-HOPE. Don't wait until it's too late.



**INDIANA FAMILY
AND SOCIAL
SERVICES
ADMINISTRATION /
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- Teaching
- Research
- Treatment

The Carter Insider
Editor: Deb Doty
This Month's Contributors:
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Kathy Scott, Linda Sims

January 2008

Our Vision

Our vision is to serve the citizens of Indiana as a center of excellence in mental health.

Our Mission

Our mission is to provide specialized treatment, education, and research in the field of mental health.

Quote of the Month:

"I believe that unarmed truth and unconditional love will have the final word in reality. This is why right, temporarily defeated, is stronger than evil triumphant."

Martin Luther King, Jr.



Trivia Question: What country gave us the Grimm Brothers of *Hansel and Gretel* fame? Be the first to call or e-mail Katie Johnson with the correct answer and win a prize!

Free Opportunities for Fun and Learning

MLK Day Celebration

Date: January 21
Time: 10:00 am to 3:00 pm
Place: Indiana Historical Society
Info: 232-1882

Dr. Martin Luther King, Jr. Celebration

Date: January 21
Time: 10:00 am to 5:00 pm
Place: Indianapolis Museum of Art
Info: 923-1331



Singsation 2008

Date: February 25
Time: 6:00 pm
Place: Madame Walker Theatre Center
Info: 236-2099

Keep the Dream Alive

Date: January 21
Time: 12:15 pm
Place: Madame Walker Theatre Center
Info: 236-2099

Indianapolis Symphony Orchestra

Celebration of Black History
Date: February 5
Time: 7:30 pm
Place: Hilbert Circle Theatre
Info: 639-4300

Indianapolis Civil War Round Table

Date: February 11
Time: 7:30 pm
Place: Indiana History Center
Info: 267-7551

Immigration: A "Past" Perspective

Date: February 19
Time: 7:00 pm to 9:00 pm
Place: Indiana Historical Society
Info: 232-1882